

**S.C. Program for the Recruitment and Retention of Minority Teachers
(SC-PRRMT)
South Carolina State University**

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of Education in the State of South Carolina. The mission of the Program is to increase the pool of minority teacher education applicants in the State by making education accessible to non-traditional students (teacher aides, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University's School of Education, the Program has been authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas of the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

The program targets two nontraditional populations in its efforts to achieve its stated goals:

1. Teacher aides from twenty geographic areas of the state; and
2. Working black males and other minorities who have earned a degree or general education credit at one of the State's technical colleges.

A summary of the main activities and achievements of this project during FY 2000-01 follows.

Teachers Aides. The Program, through SCSU, offered 65 classes and 49 courses at its Satellite Teacher Education Programs (STEP) sites. The population of non-traditional students generated 1,268 semester credit hours for fall and 1,658 semester credit hours for spring. Classes were offered at Cordova, Columbia, Conway, Ridgeway, Marion, Manning, Moncks Corner, Kingstree, Walterboro, St. George, and Holly Hill. The Program has placed teachers in 48 schools, in 22 districts, and in 16 counties in the state.

Technical Colleges Recruitment. During FY 2000-01, the staff visited all 16 technical colleges in the state. 100% of the programs transfer graduates have passed the National Teacher Examination (NTE)/Praxis II. Eighteen (42%) of the forgivable loan participants have earned technical college transfer credit hours..

Career Path Changers. SC PRRMT's focus on non-traditional students makes career path changers an excellent population to pursue for the teaching profession. Like their teacher aids, many career path changers must maintain employment while enrolled in school. The Satellite Teacher Education Program (STEP) is the conduit for many students to participate in this program.

Academic Intervention. Continuing its formalized Academic Intervention Component, the SC-PRRMT program gives academic support to program participants to assist these students in making the state-required scores on the South Carolina Education Entrance Examination (SC-EEE)/Praxis I, the Principles of Learning and Teaching Exam, and the Specialty Areas of the Praxis II for state teacher certification. To date, the Program has assisted 192 students in passing the South Carolina Education Entrance Examination/Praxis I. During the 2001 summer session, workshops were conducted for the Reading and Writing, and the Mathematics portions of the Praxis I Examination. Additionally, South Carolina State University has through grant funds established a Praxis I Computer Laboratory; however, space in the lab is limited as the lab can only accommodate 20 students simultaneously. There is also a contract limitation on registration for use of the Praxis Lab. Therefore, the program's budget request for 2000-2001 included a request for funds for the establishment of Praxis Lab/stations for use by non-traditional students. Intervention/academic enhancement participants have included teacher aides, transfer students from the technical colleges, and students from the African American Teacher Loan Program, which is administered by SC-PRRMT.

EIA Forgivable Loans. During the 2000-01 academic year, 43 forgivable loans totaling \$90,246 were awarded, (33 loans via EIA funds) all of them to non-traditional students. Of these, 37 (86%) received academic honors to include: 9 Presidential Gold Medallion (3.75-4.00 cumulative GPA), 9 Presidential Silver Medallions (3.50-3.74 cumulative GPA) and 19 Presidential Bronze Medallions (3.00-3.49 cumulative GPA). All of these graduates met state teacher certification requirements and are currently teaching in South Carolina. The SC-PRRMT has in place an academic tracking system, which includes status of teacher certification, for all of its non-traditional students. Since its re-focus on non-traditional students, SC-PRRMT has graduated 68 teacher aides and technical college-transfer students. Ninety-four percent of the Program graduates continue to teach in South Carolina's public school classrooms.

Marketing Campaign. The Program conducted marketing campaigns and paid television advertisements to promote the teaching profession.

Cooperative Activities. Program staff members engaged in state teacher recruitment initiatives including:

The Program made excellent progress in achieving its objectives for the 2000-2001 fiscal year. Accomplishments include:

Of the Program's total population of graduates, 53 (79%) have fulfilled their forgivable loan debts through teaching. Of this number, 96% remain teaching in South Carolina schools with a range of 1 to 3 years beyond the teaching requirement.

Since targeting students for a career in teaching, the Program has aided 192 students in passing the SC-EEE/Praxis I.

In Spring 2001, SCSU held its Annual Educators Day. Assistance was given to district representatives in the placement of graduates for positions in their districts. Information on career opportunities in teaching, and marketing materials were also distributed by SC-PRRMT at SCSU's annual Spring Open House (College Recruitment Day).

Performance Measures/Results

	<u>'00/01</u>	<u>**'99/00</u>	<u>'98/99</u>	<u>'97/98</u>	<u>'96/97</u>	<u>'95/96</u>	<u>'94/95</u>	<u>'93/94</u>	<u>Eight-year Average</u>
Graduation Rates	6 (100%)	N/A	7 (100%)	12 (100%)	13 (100%)	17 (100%)	10 (100%)	3 (100%)	
100%									
Honor Graduates	6 (100%)	N/A	7 (100%)	11 (92%)	7 (54%)	12 (71%)	6 (60%)	3 (100%)	82%
Certification Rates	6 (100%)	N/A	7 (100%)	12 (100%)	12 (92%)	17 (100%)	10 (100%)	3 (100%)	99%
Employment/Placement	5 (83%)	N/A	7 (100%)	12 (100%)	13 (100%)	17 (100%)	10 (100%)	3 (100%)	
98%									
South Carolina Schools	5 (100%)	N/A	7 (100%)	12 (100%)	12 (92%)	16 (94%)	10 (100%)	3 (100%)	98%
SC Rural Locations	5 (100%)	N/A	6 (86%)	7 (54%)	8 (62%)	14 (82%)	10 (100%)	3 (100%)	<u>83%</u>
Total:									
93%									

Appropriations Request for FY 1999-00

The SC-PRRMT requests level funding of \$467,000.00. The increase from \$261,000 to 467,000 is a result of the General Assembly phasing out the MATE Program at Benedict College and placing the money into this program.

Appendix 1 displays budgets for the previous two years and the appropriations request for FY 2002-2003.

Appendix 2 displays the forgivable loan graduates and their teaching current status.

Recommendation

The Staff supports the SC-PRRMT request that the Committee on Access & Equity and Student Affairs recommends level funding of \$467,000 for FY 2002-2003, for a total appropriation of \$467,000.

cc: Dr. Mary Cheeseboro

Appendix 1 Budget Details

South Carolina State University SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

	Approved Budget 2000-2001	Approved Budget 2001-2002	Appropriation Request 2002-2003	Change
1. Personnel Services ¹				
Salaries	123,826.00	131,352.75	135,293.34	3,940.59
Fringes	33,023.00	34,466.81	35,500.82	1,034.01
Total Personnel	156,849.00	165,819.56	170,794.16	4,974.60
2. Office Support	2,000.00	3,500.00	3,500.00	0
3. Postage	1,000.00	2,500.00	2,500.00	0
4. Telephone (WATS Line)	2,000.00	2,000.00	2,000.00	0
5. Equipt/Maintenance	0	3,500.00	3,500.00	0
6. Printing	1,000.00	6,000.00	6,000.00	0
7. Travel	5,000.00	9,500.00	9,500.00	0
9. Other Expenditures				
Academic Programs ³	0	63,680.00	58,705.40	(4,974.60)
Scholarships/Loans ⁴	90,246.00	180,000.00	180,000.00	0
Academic Intervention	2,905.00	17,168.50	17,168.50	0
External Evaluation	0	5,000.00	5,000	0
Pre-service Teacher Conf.	0	8,331.94	8,331.94	0
Total Other Expenditures	93,151.00	301,180.44	296,205.84	(4,974.60)
Total Project Expenditures	261,000.00	467,000.00	467,000.00	0
Total Project Appropriations	261,000.00	467,000.00	467,000.00	0

¹ Increase in personnel reflects an estimated 3.0% cost of living increase.

³ It is requested that funds be allocated for the establishment of 10 distance learning classes. Presently, classes are conducted at program sites in the designated public schools, and instructors report to the classes at the various sites to teach. Implementing distance learning classes will allow the program more flexibility. The use of technology will allow the program to serve a larger number of clientele, speed up its expansion to the 21 sites approved by the SC General Assembly, and allow students more flexibility in the selection of required courses, as they are often at different stages in their educational program

⁴ During the 1998- 1999 academic year, the Program expended \$79, 529.00 in forgivable loans, \$6,561.00 above the line item budget for forgivable loans (\$72,968.00). Of the 29 students the Program sponsored,, 7 graduated, and 22 remained in the pipeline. For the 1999-00 school year, the Program is sponsoring the students who remained in the pipeline and six additional eligible students who were accepted for forgivable loans. Since the Program's line allocation was insufficient to sponsor all eligible students, some were sifted to the African-American Teacher Loan Program, greatly impacting its eligibility rules on male and female participants. Additionally, South Carolina State University's tuition will increase by 5% next year. Thus, an additional increase of \$26,346.00 is requested to ensure sufficient funds for the students presently in the pipeline and to account for a tuition increase. The Program does not anticipate any graduates for the 1999-00 academic year.

⁵ The Program requests funds to establish an electronic/resource classroom with thirty chair desks (classroom type), twenty networked computer workstations, one server, two printers, and Praxis and test-taking practice software.

The resource classroom described will assist students with institutional and state-required tests in Teacher Education. It will serve as both a Praxis I laboratory (for the basic skills examination) and a resource room for practicum experiences. The computer software from Educational Testing Services for Praxis I and the specialty examinations (Praxis II) is designed to allow students to study and work at their individual paces. The resource classroom will be opened in the evenings and on the weekend so that it is accessible to program participants. This resource will eliminate problems with the lab schedule with the SCSC lab (open during work hours) and with accessibility. (SCSU has twenty computers in its lab, which is available to almost 800 education students.)

Appendix 2
Summary of E.I.A. Forgivable Loan Program
Graduates' Employment
Revised September, 2001
N = 68

Spring 1994			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Valerie Ellis	Early Child. Ed.	6-1-98	St. James-Gaillard Elem. Orangeburg School Dist. 3
Maytha Green	Early Child. Ed.	6-1-98	Vance-Providence Primary Orangeburg School Dist. 3
Mable Mazyck	Early Child. Ed.	6-5-98	D.P. Cooper Elementary Williamsburg County Schools
Fall 1994			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Tammy Atkinson	Elem. Ed.	10-23-00	Vance-Providence Primary Orangeburg School Dist. 3
Ernestine Mickens District	Elem. Ed.	10-28-99	Turberville Corrections Palmetto Unified School
Albetta Rembert	Early Child. Ed.	4-1-01	St. Stephen Elementary Berkeley County Schools
Spring 1995			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sarah Armstrong	Elem. Ed.	6-19-98	Cades Hebron Elementary Williamsburg Co. Schools
LeAnne Bowzard	Elem. Ed.	5-29-98	Holly Hill Elementary Orangeburg School Dist. 3
Carolyn Canty-Junious	Elem. Ed.	5-29-98	Manning Jr. High School Clarendon School Dist. 2
Shirley Dingle	Elem. Ed.	7-27-98	Devon Forest Elementary Berkeley County Schools Retired June 2001
Margaret Ellis	Early Child. Ed.	12-19-00	Researching Information
Sylinda Spry	Early Child. Ed.	7-9-98	Manning Elementary Clarendon School Dist. 2
Patricia Taste	Early Child. Ed.	7-9-98	St. James-Gaillard Elem. Orangeburg School Dist. 3

Fall 1995			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Margaret Bookhart	Early Child. Ed.	7-13-00	Holly Hill Elementary Orangeburg School Dist. 3
Dianne Brown	Elem. Ed.	7-13-00	St. Stephens Middle Berkeley County Schools
Barbara Dozier	Elem. Ed.	7-13-00	Manning Elementary Clarendon School Dist. 2
Joyce Dozier	Elem. Ed.	6-1-98	Manning Middle School Clarendon School Dist. 2
Bessie Edwards	Elem. Ed.	10-29-99	Palmetto Elementary Marion District 2
Ella Ford	Elem. Ed.	10-18-99	Palmetto Jr. High School Marion District 2
Mae Hazel Johnson	Early Child. Ed.	8-24-99	Easterling Primary Marion District 1
Rosa Pendergrass	Elem. Ed.	7-20-00	Manning Middle School Clarendon School Dist. 2
Patricia Pugh	Elem. Ed.	10-9-98	Hanahan Middle School Berkeley County Schools
Anita Reaves	Elem. Ed.	In Collections	Pee Dee CAA Head Start Mullins, SC
Alfreda Richardson	Elem. Ed.	7-13-00	Scotts Branch Elem. Clarendon School Dist. 1
Janie Smalls	Elem. Ed.	7-13-00	Berkeley Education Center Berkeley County

Spring 1996			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Donna Bellamy	Early Child. Ed.	6-9-99	North Mullins Primary Marion District 2 Retired June 2001
Sharron Crowner	Early Child. Ed.	5-22-98	Marion Intermediate Marion District 1
Gidget Leonard	English Ed.	7-21-99	Sims Jr. High School Union County Schools
Phyllis Mitchell	Early Child. Ed.	7-21-99	Teaching in Texas

Cathy Vaughn	Early Child. Ed.	1-14-00	Lakewood Elementary Horry County School Dist
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Fall 1996

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Verdell Bowens	Elem. Ed.	6-28-98	Brittons Neck Elementary Marion District 4
Janetha A. Nixon	Elem. Ed.	6-5-98	Palmetto Jr. High School Marion District 2
Mildred Scott	Early Child. Ed.	□	Vance-Providence Orangeburg School Dist. 3
Marilyn Whatley	Early Child. Ed.	11-16-98	Researching Information
Cynthia Wright	Elem. Ed.	7-22-99	Bennettsville Elementary Marlboro County Schools

Spring 1997

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Casey Laymon	Ind. Tech. Ed.	7-20-00	Fort Mill Middle School York School District 4
Vincent McClinton	Social Stud. Ed.	□	Eau Claire High School Richland District 1
Patricia Owens	Social Stud. Ed.	8-29-99	Bamberg-Ehrhardt High Bamberg District 1
Evelyn Williams-Smith	Elem. Ed.	8-24-99	Latta Elementary School Dillon School District 3
Dianne Goodman	Elem. Ed.	6-30-99	McCormick Elem. School Marion District 2
Rosa Dingle	Elem. Ed.	□	Scotts Branch Elem. Clarendon School District
1			
Allen Keels, Jr.	Social Stud. Ed.	9-1-99	C.E. Murray High School Williamsburg Co. Schools
Andre Patterson	Social Stud. Ed./ French Ed.	8-29-00	Ph.D Candidate Ohio State University Columbus, Ohio

Fall 1997

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Marguerite Bryant	Elem. Ed.	11-29-00	Cross Elementary School Berkeley County Schools
Linda Cochran	Early Child. Ed.	9-10-99	Clio Elementary School Marlboro County Schools
Rita Davis	Elem. Ed.	4-20-00	Palmetto Jr. High School Marion District 2
Louvenia Floyd	Early Child. Ed.	10-14-99	North Vista Elementary Florence District 1

Fall 1997 (cont.)

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Debra Fulmore	Elem. Ed.	10-28-99	Anderson Primary Williamsburg Co. Schools
Gloria A. Gilliard	Elem. Ed.	3-13-01	Cross Elementary School Berkeley County Schools
Lavoris Hemingway	Early Child. Ed.	10-9-00	Brittons Neck Elementary Marion District 4
Heyward Shine	Elem. Ed.	2-8-01	Berkeley Alternative Berkeley County Schools
David Tisdale	Elem. Ed.	10-7-99	Kingstree Elementary Williamsburg Co. Schools

Spring 1998

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Macie Davis	Early Child. Ed.	10-15-99	Anderson Primary School Williamsburg Co. Schools
Mary Govan	Elem. Ed.	5-31-99	Denmark-Olar Primary Bamberg District 2
Twanda Geiger-Mickle	Elem. Ed.	7-21-99	Researching Information

Fall 1998

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Sheila Beaver	Elem. Ed.	<input type="checkbox"/>	Kelly Miller Elem. School Fairfield County Schools
Deborah D. Cooper	Elem. Ed.	6-28-00	Kelly Miller Elem. School Fairfield County Schools
Gloria F. Frierson	Elem. Ed.	<input type="checkbox"/>	Rains-Centenary Elem Marion District 3

Betty R. Ginyard	Elem. Ed.	<input type="checkbox"/>	McCrorey-Liston Elem Fairfield County Schools
Judith A. Murphy	Elem. Ed.		Geiger Elementary School Fairfield County Schools
Keasha M. Rivers	Fam. & Con. Sc. Ed.	9-6-00	Researching Information

Spring 1999

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Ernestine Hemingway	Early Childhood Ed.	<input type="checkbox"/>	Brittons Neck Elementary Marion District 4

Fall 2000

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Catherine C. Bowman	Elementary Educ .	<input type="checkbox"/>	St. Paul Primary School Clarendon District 1

Roberta Faust	Family & Con. Sc. Ed.		
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Hazel James	Early Childhood Educ.	<input type="checkbox"/>	Marion Intermediate Marion District 1
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Segina Perry Canty	Early Childhood Educ.	<input type="checkbox"/>	Beech Hill Elementary Dorchester District 2
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Spring 2001

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Geraldine A. Glenn	Elementary Educ.	<input type="checkbox"/>	Fairfield Primary School Fairfield County Schools

Camice Ortiz	Early Child. Educ.	<input type="checkbox"/>	Geiger Elementary School Fairfield County Schools
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*Indicates date debt was cancelled.

☐Indicates teacher is still fulfilling debt.